Lori Verstegen Ryan

Dept. of Management
College of Business Administration
San Diego State University
5500 Campanile Drive
San Diego, CA 92182
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E-mail: Lori.Ryan@sdsu.edu

Education

Ph.D., Business Administration September 1990-December 1994
University of Washington
Majors:
Business, Government, and Society
Strategic Management
Organization Theory

Dissertation**:** *Reconcilable Differences: Goals, Values, and Virtues of American Shareholders and Executives*

M.A., Philosophy September 1990-August 1993
University of Washington

M.B.A., Marketing June 1980-August 1981
University of Puget Sound

B.A., English Literature September 1975-August 1979
College Honors, cum laude
University of Washington

B.A.B.A, Marketing, cum laude September 1975-August 1979
University of Washington

Experience

San Diego State University
Professor of Management August 2008-present
Associate Professor of Management August 2003-July 2008
Assistant Professor of Management August 2001-July 2003
Major subjects: Corporate governance, business ethics

University of Georgia September 1994-August 2001
Assistant Professor of Management
Major subjects: Business ethics, strategic management, organization theory

University of Washington
Teaching Associate 1991-1993
Research Associate 1990-1992

Experience (cont.)

Honeywell Marine Systems Division September 1979-August 1990
From 1987-1990, managed 30-person Communications Department and $1.3 million annual operating budget. Responsible for fundamental reorganization in 1987. Previous assignments included Project Management Supervisor and various writing/editing and project-management administrative positions.

Articles in Refereed Journals

Maria Goranova and Lori Verstegen Ryan. Forthcoming. "Shareholder Activism: A Multidisciplinary Review." ***Journal of Management.***

Marguerite Schneider and Lori Verstegen Ryan. 2011. "Hedge Funds and Their Investor Activism: Do They Help or Hurt Other Equity Investors?" ***Journal of Management and Governance.*** 15: 349-374.

Lori Verstegen Ryan, Ann K. Buchholtz, and Robert W. Kolb. 2010. "New Directions in Corporate Governance and Finance: Implications for Business Ethics Research." ***Business Ethics Quarterly.*** 20: 673-694.

Cynthia Clark Williams and Lori Verstegen Ryan. 2007. "Courting Shareholders: The Ethical Implications of Altering Corporate Ownership Structures." ***Business Ethics Quarterly.*** 17: 669-688.

Reprinted in C. Sri Krishna (Ed.). 2010. ***Corporate Ethics.*** Hyderbad, India: Icfai University Press Hyderabad. 196-221.

Melinda Vaughn and Lori Verstegen Ryan. 2006. "Corporate Governance in South Africa: A Bellwether for the Continent?" ***Corporate Governance: An International Review.*** 14: 502-512.

Lori Verstegen Ryan. 2006. "Foundation and Form of the Field of Business Ethics." ***Journal of Private Enterprise.*** 22 (2): 34-49.

Lori Verstegen Ryan. 2005. "Corporate Governance and Business Ethics in North America: The State of the Art." ***Business & Society.*** 44: 40-73.

Reprinted in Jeremy Moon, Marc Orlitzky, and Glen Whelan (Eds.). 2011. ***Corporate Governance and Business Ethics.*** Northampton, MA: Edward Elgar Publishing.

Reprinted in Deon Rossouw and Alejo Jose Sison (Eds.). 2006. ***Global Perspectives on the Ethics of Corporate Governance.*** New York: Palgrave MacMillan. 187-220.

Previously accepted and available as SDSU CIBER working paper C04-012.

Lori Verstegen Ryan and Marguerite Schneider. 2003. "Institutional Investor Power and Heterogeneity: Implications for Agency and Stakeholder Theories." ***Business & Society.*** 42: 398-429.

Articles in Refereed Journals (cont.)

Lori Verstegen Ryan and Bryan S. Dennis. 2003. "The Ethical Undercurrents of Pension-fund Management: Establishing a Research Agenda." ***Business Ethics Quarterly.*** 13: 315-335.

Reprinted in Thomas Clarke and Marie dela Rama (Eds.). 2007. ***Fundamentals of Corporate Governance.*** Thousand Oaks, CA: Sage Publications. Vol. 4: 36-53.

Lori Verstegen Ryan and Marguerite Schneider. 2002. "The Antecedents of Institutional Investor Activism." ***Academy of Management Review.*** 27: 554-573.

Reprinted in Thomas Clarke and Maria dela Rama (Eds.). 2007. ***Fundamentals of Corporate Governance.*** Thousand Oaks, CA: Sage Publications. Vol. 1: 301-325.

Winner of the 2003 **Financial Investments Award,** sponsored by Seton Hall University and NJPRO Foundation.

Lori Verstegen Ryan and Mark A. Ciavarella. 2002. "Tapping the Source of Moral Approbation: The Moral Referent Group." ***Journal of Business Ethics.*** 38: 179-192.

Lori Verstegen Ryan and Ann K. Buchholtz. 2001. "Trust, Risk, and Shareholder Decision-making: An Investor Perspective on Corporate Governance." ***Business Ethics Quarterly.*** 11: 177-193.

Lori Verstegen Ryan. 2000. "Shareholders and the Atom of Property: Fission or Fusion?" ***Business & Society.*** 39: 49-75.

Finalist for Best Article of 2000, International Association for Business and Society.

Lori Verstegen Ryan and Christine M. Riordan. 2000. "The Development of a Measure of Desired Moral Approbation." ***Educational and Psychological Measurement.*** 60: 448-462.

Lori Verstegen Ryan and Matthew A. Rutherford. 2000. "Mary Parker Follett: Collectivist or Individualist? Or Both?" ***Journal of Management History.*** 6: 207-223.

Paul D. Collins, Lori Verstegen Ryan, and Sharon Matusik. 1999. "Programmable Automation and the Locus of Decision-making Power." ***Journal of Management.*** 25: 29-53.

Thomas M. Jones and Lori Verstegen Ryan. 1998. "The Effect of Organizational Forces on Individual Morality: Judgment, Moral Approbation, and Behavior." ***Business Ethics Quarterly.*** 8: 431-445.

Articles in Refereed Journals (cont.)

Reprinted in M. Pava, J.W. Dienhart, R. Duska, and D.J. Moberg (Eds.). 2001. ***The Next Phase of Business Ethics.*** New York: Elsevier.

Reprinted in A. Crane and Dirk Matten (Eds.). 2012. ***New Directions in Business Ethics.*** London: Sage.

Thomas M. Jones and Lori Verstegen Ryan. 1997. "The Link Between Ethical Judgment and Action in Organizations: A Moral Approbation Approach." ***Organization Science.*** 8: 663-680.

Lori Verstegen Ryan and William G. Scott. 1995. "Ethics and Organizational Reflection: The Rockefeller Foundation and Post-War 'Moral Deficits,' 1942-1954." ***Academy of Management Review.*** 20: 438-461.

Published Panelist Comments

Joseph DesJardins, Lori Verstegen Ryan, James Weber, and Donna J. Wood. 2006. "Overarching Goals of Teaching Business Ethics: What Should We Be Trying to Achieve?" ***Journal of Business Ethics Education.*** 3: 83-110.

Book Chapter

Cynthia Clark Williams and Lori Verstegen Ryan. 2010. "Ethics in Investor Relations." In John Boatright, Ed., ***Finance Ethics: Critical Issues in Theory and Practice:*** 475-493. Hoboken, NJ: John Wiley & Sons.

Encyclopedia Contributor

Lori Verstegen Ryan. 2007. Developed five entries (3,000 words) for the ***Encyclopedia of Business Ethics and Society.*** Robert W. Kolb (Ed.). Sage.

Proceedings Editor

Lori Verstegen Ryan and Jeanne M. Logsdon (Eds.). 2005. ***Proceedings of the Fifteenth Annual Conference of the International Association for Business and Society.*** Sonoma Valley, CA.

Refereed Conference Presentations

Lori Verstegen Ryan. "Crowdfunding: Boon or Bane for U.S. Investors?" Paper to be presented at the annual meeting of the **International Association for Business and Society,** Sydney, Australia, June 2014.

Lori Verstegen Ryan. "Sex Differences Through a Neuroscience Lens: Implications for Business Ethics." Paper presented at the annual meeting of the **Academy of Management,** Lake Buena Vista, FL, August 2013.

Maria Goranova and Lori Verstegen Ryan. "Investor Activism, Good or Bad? An Examination of Shareholder Interests, Temporal Orientation, and Alignment." Paper presented at the annual meeting of the **International Association for Business and Society,** Portland, OR, June 2013.

Lori Verstegen Ryan. "Corporate Ownership: A Neglected Fact in Business Ethics." Paper presented at the annual meeting of the **Association for Private Enterprise Education,** Maui, HI, April 2013. (Fully funded)

Refereed Conference Presentations (cont.)

Maria Goranova and Lori Verstegen Ryan. "Shareholder Activism: Driver of Corporate Change or Much Ado about Nothing?" Paper presented at the annual meeting of the **Academy of Management,** Boston, MA, August 2012.

Bridget L. Cameron and Lori Verstegen Ryan. "Hedge Funds, Transparency, and Trust." Presented at the annual meeting of the **Academy of Management,** San Antonio, TX, August 2011.

Lori Verstegen Ryan. "The Rise of Neuroeconomics: Implications for Business Ethics." Presented at the annual meeting of the **International Association for Business and Society,** Bath, England, June 2011.

Lori Verstegen Ryan. "The American Taxpayer as Shareholder: A New Actor in Corporate Governance." Presented at the annual meeting of the **International Association for Business and Society,** Banff, Alberta, March 2010.

Lori Verstegen Ryan. "The Ethics of Corporate Governance Ratings: Are Institutional Investors Complicit?" Presented at the annual meeting of the **Academy of Management,** Chicago, IL, August 2009.

Lori Verstegen Ryan. "Rand: Hero or Villain in the Classroom?" Presented at the annual meeting of the **International Association for Business and Society,** Aspen, Colorado, June 2009.

Marguerite Schneider and Lori Verstegen Ryan. "An Examination of Hedge Fund Activism: Alignment or Conflict with Other Investor Interests?" Presented at the annual meeting of the **Academy of Management,** Anaheim, CA, August 2008.

Lori Verstegen Ryan. "Brazil's Corporate Governance Innovation: The Novo Mercado." Presented at the annual meeting of the **International Association for Business and Society,** Tampere, Finland, June 2008.

Mark A. Ciavarella and Lori Verstegen Ryan. "Unethical Decision-Making Among Entrepreneurs: Does The Person-Situation Interactionist Model Apply?" Presented at the annual meeting of the **Academy of Management,** Philadelphia, PA, August 2007.

Lori Verstegen Ryan. "Corporate Governance: Principles or Rules?" Presented at the annual meeting of the **International Association for Business and Society,** Florence, Italy, June 2007.

Cynthia Clark Williams and Lori Verstegen Ryan. "The Ethics of Shifting Ownership Structures." Presented at the annual meeting of the **Society for Business Ethics,** Atlanta, GA, August 2006.

Refereed Conference Presentations (cont.)

Mark A. Ciavarella and Lori Verstegen Ryan. "Exploring the Antecedents of Unethical Decision-making in New Ventures." Presented at the "Ethics and Entrepreneurship" conference, **University of Minnesota,** April 2006.

Lori Verstegen Ryan. "Corporate Governance and Business Ethics in Brazil and the United States." Presented at the annual meeting of the **International Association for Business and Society,** Mérida, Mexico, March 2006.

Lori Verstegen Ryan and Rick A. Sands. "Checklisting and Institutional Investors: Shortcut or Shortchanged?" Presented at the annual meeting of the **Academy of Management,** New Orleans, LA, August 2004.

Lori Verstegen Ryan and W. Trexler Proffitt, Jr. "Institutional Investors and Third-party Advisors: Delegation or Abdication?" Presented at the annual meeting of the **International Association for Business and Society,** Jackson Hole, WY, March 2004.

Lori Verstegen Ryan and Ann K. Buchholtz. "An Investor Theory of Corporate Governance." Presented at the annual meeting of the **Academy of Management,** Seattle, WA, August 2003.

Lori Verstegen Ryan and Craig P. Dunn. "Shareholders and the 21st-Century Corporation: A Case for Renewed Responsibility." Presented at the annual meeting of the **International Association for Business and Society,** Rotterdam, The Netherlands, June 2003.

Lori Verstegen Ryan and Marguerite Schneider. "The Antecedents of Institutional Investor Activism: A Managerialist Model." Presented at the annual meeting of the **Academy of Management,** Washington, DC, August 2001.

Lori Verstegen Ryan and Marguerite Schneider. "Understanding the Complexity of Institutional Investors: Implications for Corporate Governance." Presented at the annual meeting of the **Academy of Management,** Toronto, ON, August 2000.

Lori Verstegen Ryan and Bryan S. Dennis. "The Ethical Undercurrents of Institutional Investing: Establishing a Research Agenda." Presented at the annual meeting of the **Society for Business Ethics,** Toronto, ON, August 2000.

Lori Verstegen Ryan and Christine M. Riordan. "The Development and Validation of a Measure of Moral Approbation." Presented at the annual meeting of the **Academy of Management,** San Diego, CA, August 1998.

Refereed Conference Presentations (cont.)

Lori Verstegen Ryan and Ann K. Buchholtz. "Opening the Black Box of Shareholder Motivation: Implications for Corporate Governance and Management Theory." Presented at the annual meeting of the **Academy of Management,** San Diego, CA, August 1998.

Model also presented in a refereed discussion session at the annual meeting of the **International Association for Business and Society,** Kona, HI, June 1998.

Lori Verstegen Ryan and Ann K. Buchholtz. "Trust, Risk, and Shareholder Behavior: The Missing Link in Corporate Governance." Presented at the annual meeting of the **Society for Business Ethics,** San Diego, CA, August 1998.

Lori Verstegen Ryan and Matthew A. Rutherford. "Mary Parker Follett: Through a Philosophical Lens." Component of a symposium at the annual meeting of the **Academy of Management,** Boston, MA, August 1997.

Christine M. Riordan and Lori Verstegen Ryan. "Individual Sensemaking of a Crisis." Component of a symposium held at the annual meeting of the **Southern Management Association,** Miami, FL, November 1996.

Lori Verstegen Ryan. "Bridging the 'Agency Gap': An Empirical Test of Managerialism and Agency Theory." Presented at the annual meeting of the **Academy of Management,** Vancouver, BC, August 1995.

Lori Verstegen Ryan. "Moral Market Actors: An Empirical Investigation of American Capitalism." Presented at the annual meeting of the **Society for Business Ethics,** Vancouver, BC, August 1995.

Lori J. Verstegen and William G. Scott. "Ethics and Moral Deficits: Chester I. Barnard and the Rockefeller Foundation, 1945-1953." Presented at the annual meeting of the **Academy of Management,** Atlanta, GA, August 1993.

Lori J. Verstegen. "The Normative Side of 'Positive' Agency Theory." Presented at the annual meeting of the **Society for Business Ethics,** Atlanta, GA, August 1993.

Lori J. Verstegen. "The Legacy of Berle and Means: A Reconsideration of Private Property." Presented at the annual meeting of the **Society for Business Ethics,** Las Vegas, NV, August 1992. **First runner-up for Best Paper.**

Thomas M. Jones and Lori J. Verstegen. "A Moral Approbation Model of Ethical Decision Making in Organizations." Presented at the annual meeting of the **Society for the Advancement of Socio-Economics,** Irvine, CA, March 1992.

Papers in Refereed Proceedings

Maria Goranova and Lori Verstegen Ryan. 2012. "Shareholder Activism: A Multidisciplinary View." In Jamie R. Hendry and Anne Barraquier (Eds.), ***Proceedings of the International Association for Business and Society,*** Asheville, NC: 160-169.

Lori Verstegen Ryan. 2000. "Integrating Rand's Objectivist Ethics into the Business-ethics Curriculum." In Kathleen A. Getz and Duane Windsor (Eds.), ***Proceedings of the International Association for Business and Society,*** Burlington, VT: 321-326.

Thomas M. Jones and Lori Verstegen Ryan. 1997. "The Effect of Organizational Forces on Individual Morality: Judgment, Moral Approbation, and Behavior." In Jim Weber and Kathleen Rehbein (Eds.), ***Proceedings of the International Association for Business and Society,*** Destin, FL: 89-95.

Lori Verstegen Ryan. 1995. "Stakeholder Theory: In Search of the Normative Core." In Douglas Nigh and Denis Collins (Eds.), ***Proceedings of the International Association for Business and Society,*** Vienna, Austria: 141-145.

Lori Verstegen Ryan and Marilyn E. Gist. 1995. "An Innovative Approach to Business-Values Measurement." In Douglas Nigh and Denis Collins (Eds.), ***Proceedings of the International Association for Business and Society,*** Vienna, Austria: 665-670.

Lori J. Verstegen. 1993. "Self-interest vs. self-interest: Teaching Individualist Business Ethics Worldwide." In Jean Pasquero and Denis Collins (Eds.), ***Proceedings of the International Association for Business and Society,*** San Diego, CA: 361-366.

Paul D. Collins and Lori J. Verstegen. 1992. "The Locus of Decision-making Power in Organizations Using Programmable Automation." In Jerry L. Wall and Lawrence R. Jauch (Eds.), ***Academy of Management Best Paper Proceedings,*** Las Vegas, NV: 364-368.

Honorable mention for Best Paper, Technology Division.

Invited Conference Presentation

Ann K. Buchholtz and Lori Verstegen Ryan. "Focusing on Fields: Corporate Governance." Co-presented at the Social Issues in Management Division plenary session of the 2009 annual meeting of the **Academy of Management**, Chicago, IL.

Refereed Panels

Philip Cochran (chair), Melissa Baucus, Jeanne Logsdon, John Mahon, Gordon Rands, Lori Verstegen Ryan, Jim Weber, and Duane Windsor. "The Evolution of a Professional Association: IABS as a Case Study." Symposium to be held at the annual meeting of the **International Association for Business and Society,** Sydney, Australia, June 2014.

Refereed Panels (cont.)

Lori Verstegen Ryan (chair), John Hasnas, Peter Jaworski, and Jason Brennan. "Revolutionizing Business Ethics Pedagogy." Panel held at the annual meeting of the **Society for Business Ethics,** Boston, MA, August 2012.

Stephen Brammer, Elise Crawford, Maria Goranova, Kathleen Rehbein, Lori Verstegen Ryan, Katarina Sikavic, and Cynthia Clark Williams. "Theories of Shareholder Activism: A Trip Down Memory Lane and Up a Future Avenue." Panel held at the annual meeting of the **Academy of Management,** Boston, MA, August 2012.

Richard Nielsen (chair), John Boatright, Ian Maitland, Lori Verstegen Ryan, and Gary Weaver. "The Financial Crisis Inquiry Report." Panel held at the annual meeting of the **Society for Business Ethics,** San Antonio, TX, August 2011.

Cynthia Clark Williams (chair), Aaron Chatterji, W. Trexler Proffitt, Kathleen Rehbein, Lori Verstegen Ryan, Karen Schnatterly. "Shareholder Activism: How Do Firms Respond?" Symposium panel held at the 2009 annual meeting of the **Academy of Management,** Chicago, IL.

Richard E. Wokutch (chair), Philip L. Cochran, R. Edward Freeman, Stephen Hicks, Robert W. Kolb, and Lori Verstegen Ryan. "BB&T, Objectivism, and the Role of Outside Donors in a University Curriculum." Panel held at the 2008 annual meeting of the **International Association for Business and Society,** Tampere, Finland.

Lori Verstegen Ryan (chair), Ian Maitland, Douglas Rasmussen, and Douglas DenUyl. "Markets and Business Ethics." Panel held at the 2007 annual meeting of the **International Association for Business and Society,** Florence, Italy.

Lori Verstegen Ryan (chair), Eugene Heath, Ian Maitland, Alexei Marcoux, and John Hasnas. "Markets and Business Ethics." Panel held at the 2006 annual meeting of the **Society for Business Ethics,** Atlanta, GA.

Refereed Workshops

Maria Goranova and Lori Verstegen Ryan. 2014. "Shareholder Empowerment." Professional Development Workshop to be held at the annual meeting of the **Academy of Management,** Philadelphia, PA.

Lori Verstegen Ryan, chair. 2014. "Corporate Governance Research X." Workshop to be held at the annual meeting of the **International Association for Business and Society,** Portland, OR.

Lori Verstegen Ryan and Cynthia Clark Williams, co-chairs. 2013. "Corporate Governance Research IX." Workshop held at the annual meeting of the **International Association for Business and Society,** Portland, OR.

Cynthia Clark Williams and Lori Verstegen Ryan, co-chairs. 2012. "Corporate Governance Research VIII." Workshop held at the annual meeting of the **International Association for Business and Society,** Asheville, NC.

Refereed Workshops (cont.)

Lori Verstegen Ryan and Cynthia Clark Williams, co-chairs. 2011. "Corporate Governance Research VII." Workshop held at the annual meeting of the **International Association for Business and Society,** Bath, England.

Melissa Baucus and Lori Verstegen Ryan, co-chairs. 2010. "Corporate Governance Research VI." Workshop held at the annual meeting of the **International Association for Business and Society,** Banff, Alberta.

Lori Verstegen Ryan and Melissa Baucus, co-chairs. 2009. "Corporate Governance Research V." Workshop held at the annual meeting of the **International Association for Business and Society,** Aspen, CO.

Melissa Baucus, Philip M. Cochran, and Lori Verstegen Ryan, co-chairs. 2008. "Corporate Governance Research IV." Workshop held at the annual meeting of the **International Association for Business and Society,** Tampere, Finland.

Philip M. Cochran, Lori Verstegen Ryan, and Melissa Baucus, co-chairs. 2007. "Corporate Governance Research III." Workshop held at the annual meeting of the **International Association for Business and Society,** Florence, Italy.

Lori Verstegen Ryan, Melissa Baucus, and Philip M. Cochran, co-chairs. 2006. "Corporate Governance Research II." Workshop held at the annual meeting of the **International Association for Business and Society,** Mérida, Mexico.

Melissa Baucus, Philip M. Cochran, and Lori Verstegen Ryan, co-chairs. 2005. "Corporate Governance Research." Workshop held at the annual meeting of the **International Association for Business and Society,** Sonoma Valley, CA.

Invited Speaker

Lori Verstegen Ryan. "Ethical Challenges and Opportunities in Global Corporate Governance." Invited presentation for the Banta Center for Business, Ethics, and Society Research Series at the **University of Redlands,** CA, November 2007. (Fully funded, honorarium)

Lori Verstegen Ryan. "Recent Trends in Corporate Governance Research." Invited presentation at the "Business Ethics in the Corporate Governance Era" conference, sponsored by **Seattle University,** Seattle, WA, July 2006. (Partially funded)

Lori Verstegen Ryan. "Teaching Corporate Governance." Invited presentation at the "Teaching Business Ethics" conference, sponsored by the Center for Business and Society, **University of Colorado,** Boulder, CO, June 2006. (Fully funded.)

Lori Verstegen Ryan. "U.S. Corporate Governance in a Global Context." Invited presentation at **Loyola University New Orleans,** LA, April 2006. (Fully funded, honorarium)

Invited Speaker (cont.)

Lori Verstegen Ryan. "Teaching Corporate Governance." Invited presentation at "The Accountable Corporation: The Third Biennial Global Conference on Business Ethics," sponsored by **Santa Clara University** and **Cisco Systems,** Santa Clara, CA, February 2005. (Fully funded, honorarium)

Lori Verstegen Ryan and Mark A. Ciavarella. "Tapping the Source of Moral Approbation: The Moral Referent Group." Invited presentation at the "At Our Best: Moral Lives in a Moral Community" conference, **Santa Clara University,** Santa Clara, CA, February 2001. (Partially funded)

Lori Verstegen Ryan. "Aristotelian Individualism and Business Ethics." Invited presentation to the Management faculty of **Georgetown University** as part of their Connelly Business Ethics Seminar Series, Washington, D.C., October 1993. (Fully funded)

Invited Panelist

Invited panelist, "SIM Symposium: Honoring a Senior SIMian Scholar," at the annual meeting of the **Academy of Management,** Boston, MA, August 2012.

Invited plenary panelist, "Assessing and Reporting Progress," at the **Global Business Ethics Symposium** sponsored by the State Street Foundation and Bentley University, Boston, MA, May 2009. (Fully funded)

Invited plenary panelist, "Approaches to Research and Integrating ESG Issues into the Classroom," at the **Global Business Ethics Teaching Workshop** sponsored by the State Street Foundation and Bentley University, Boston, MA, May 2009. (Fully funded)

Invited plenary panelist, "Turning Your Submission into a Journal Article or a Practitioner-Oriented Article," at the **Next Generation ESG Workshop,** sponsored by the State Street Foundation and Bentley University, Boston, MA, May 2009. (Fully funded)

Invited panelist analyzing the Conrad Black-Hollinger court case, sponsored by the **University of Toronto,** ON, October 2007 (webcast). (Fully funded)

Invited plenary panelist, "Overarching Goals of Teaching Business Ethics: What Should We Be Trying to Achieve?" at the "Teaching Business Ethics" conference, sponsored by the Center for Business and Society, **University of Colorado,** Boulder, CO, June 2006. (Fully funded)

Invited plenary panelist, "Corporate Governance and Business Ethics in North America: The State of the Art," at the **World Congress of the International Association for Business, Economics, and Ethics,** Melbourne, Australia, July 2004. (Partially funded)

Invited panelist, "The Pros and Cons of Shareholder Activism and Shareholder Proposals," an **All-Academy symposium** at the annual meeting of the **Academy of Management,** Seattle, WA, August 2003.

Invited Panelist (cont.)

Invited plenary panelist, "The Future of Business Ethics," at the "At Our Best: Moral Lives in a Moral Community" conference, sponsored by **Santa Clara University,** Santa Clara, CA, Feburary 2001. (Partially funded)

Invited Instructor

Invited by **University of California-Irvine** to lead a one-day course on "Corporate Governance in Brazil and the United States." for Executive MBA students of Instituto Brasileiro de Mercados e Capitais (IBMEC) Business School, August 2006. (IBMEC program not held after 2006)

Invited to co-lead the conference, "Moral Foundations of a Free Society," part of the Advanced Topics in Liberty conference series co-sponsored by the **Institute for Humane Studies** and the **Liberty Fund,** Washington, D.C., February 2006. (Fully funded, honorarium)

Invited by **University of California-Irvine** to lead a two-day course on "Corporate Governance in Brazil and the United States" for Executive MBA students of Instituto Brasileiro de Mercados e Capitais (IBMEC) Business School, August 2005.

Invited Participant (Fully funded)

"Applying the Lessons of Markets to Management" colloquium, sponsored by the **Koch Foundation,** Arlington, VA, March 2012 (Honorarium)

"Virtues and the Market" colloquium, sponsored by **Liberty Fund,** Indianapolis, IN, March 2012 (Honorarium)

"The Role of Ideas in Economic History" conference of 40 H. B. Earhart Fellows, sponsored by **Earhart Foundation,** Dearborn, MI, August 2011; Allen Meltzer and Deidre McCloskey, featured participants

"Market Based Management" university conference, sponsored by the **Koch Foundation,** Arlington, VA, July 2011 (Honorarium)

"Corporate Governance: Liberty versus Equality" colloquium, sponsored by **Liberty Fund,** Naples, FL, January 2010 (Honorarium)

Invited as "internationally recognized expert" to mentor doctoral students in the "Next Generation Workshop" focusing on Environmental, Social and Governance (ESG) issues, sponsored by **State Street Corporation and Bentley University,** Boston, MA, May 2009

"Mitchell Forum" colloquium, sponsored by the Center for Ethics in Financial Services, **American University,** Naples, FL, January 2008 (Honorarium)

"Return of the Shareholder" colloquium, sponsored by the **University of Toronto,** ON, October 2007

Invited Participant (Fully funded, cont.)

"Liberty and Economics" conference of 25 H. B. Earhart Fellows, sponsored by **Earhart Foundation,** Boston, MA, July 2006; Gary S. Becker, featured participant

"Corporate Ethical Responsibility" colloquium, sponsored by the **Liberty Fund,** Arlington, VA, March 2004 (Honorarium)

"Stakeholder Theory" colloquium, sponsored by the Olsson Center for Applied Ethics**,** Darden School, **University of Virginia,** Charlottesville, VA, 1999

"Creating Values in International Business" conference and colloquium, sponsored by the **Ford Foundation,** Chicago, IL, 1999 (postponed)

"The Cash Nexus" colloquium, sponsored by the **Liberty Fund,** Seattle, WA, 1997 (Honorarium)

"Redefining the Corporation" colloquium, sponsored by the **Sloan Foundation,** Santa Fe, NM, 1996

Participant

Academy of Management Faculty Development Workshop, Social Issues in Management Division, Dallas, TX, 1994

Academy of Management Doctoral Consortium, Social Issues in Management Division, Las Vegas, NV, 1992

Expert Reviewer

Invited to review a fellow corporate governance researcher's record for rating by **South Africa's National Research Foundation**, October 2007

Invited to review a grant application for the **Social Sciences and Humanities Research Council of Canada,** "Corporate Governance, Reporting Quality, and Cost of Equity Capital," February 2007

Invited to review a grant application for the **Social Sciences and Humanities Research Council of Canada,** "An Empirical Examination of the Impact of Legislative Change on the Composition of Canadian Boards of Directors and Their Effect on Corporate Governance," January 2005

Invited to review a book proposal for **Sage Publishing,** "The Globalization of Corporate Governance," October 2004

Honors, Fellowships, and Grants

SDSU CBA Graduate Fee Grant, 2013, $8,000
Koch Foundation Grant, Student Support for APEE Conference, 2013, $3,500
Koch Foundation Grant, BA 300 Course Support, 2013, $2,500
Koch Foundation Grant, BA 300 Course Support, 2012, $2,500
Koch Foundation Grant, Ian Maitland Visit, 2011, $3,500
Academy of Management SIM Service Award for Outstanding Reviewing, 2011
SDSU CBA Graduate Fee Grant, 2010-11, $14,500

Honors, Fellowships, and Grants (cont.)

"Provost Recognizes Exceptional Faculty" recipient, 2009
Senior Research Fellow, National Center for Business Ethics, 2008-present
Fellow, International Association for Business and Society, 2008-present
Fellow, SDSU Institute for Ethics and Public Affairs, 2003-present
SDSU Mortar Board Outstanding Faculty Award, 2007-08
SDSU University Service Award from the University Affairs Board, 2007
Distinguished Service Award, Int'l Association for Business and Society, 2007
SDSU Faculty Development Research Grant, 2007, $7,524
SDSU CBA Outstanding Faculty Contribution Award, 2006
SDSU CBA Curriculum Development Grant, 2006, $4,000
SDSU Faculty Development Research Grant, 2006, $7,525
SDSU Faculty Development Research Grant, 2005, $8,215
SDSU CIBER Research Grant, 2004, $2,500
SDSU RSCA University-level Research Grant, 2004, $7,270
SDSU RSCA University-level Research Grant, 2003, $6,763
SDSU RSCA University-level Research Grant, 2002, $6,500
SDSU Faculty Development Research Grant, 2002, $1,800
Who's Who in Business Higher Education
UGA Sanford/Terry Research Grant, 1999, $12,000
UGA Sanford/Terry Research Grant, 1998, $14,025
UGA Teaching Award, Honors Day, 1996
Edna Benson Fellowship, 1993-94, $4,000
Boeing Endowment for Excellence Fellowship, 1993-94, $4,000
Institute for Humane Studies Claude R. Lambe Fellowship, 1993-94, $7,000
H. B. Earhart Foundation Fellowship in Economics, 1993-94, $7,000
H. B. Earhart Foundation Fellowship in Economics, 1992-93, $6,500
H. B. Earhart Foundation Fellowship in Economics, 1991-92, $6,500
Beta Gamma Sigma
Sigma Iota Epsilon
National Merit Scholar

Professional Service

Representative-at-large, Governance Committee of the Social Issues in Management Division, **Academy of Management,** 2007-10, 2010-13

<u>Elected Officer</u>

Vice-president of International Association for Business and Society Fellows, 2011-2013
Past President, **International Association for Business and Society,** 2007-08
President, **International Association for Business and Society,** 2006-07
President-elect, **International Association for Business and Society,** 2005-06
Conference Chair, **International Association for Business and Society,** 2004-05
Conference Chair-elect, **International Association for Business and Society,** 2003-04
Representative-at-large and Secretary, Board of the **International Association for Business and Society,** 2001-03

Professional Service

Conference Developer and Host

"Responsible Corporate Governance Practices Worldwide" symposium, co-sponsored by the SDSU Corporate Governance Institute and Brock University, Niagara Falls, Ontario, May 2013.

"21st Century Corporate Governance: Scholarship Meets Practice" symposium and public panel, sponsored by the SDSU Corporate Governance Institute, San Diego, CA, April 2011.

"Corporate Governance: New Theories, Trends and Evidence" symposium, co-sponsored by the SDSU Corporate Governance Institute and the Center for Business Ethics at the University of St. Thomas, Houston, TX, April 2009.

"Latest Research in Corporate Governance" pre-conference event sponsored by the Corporate Governance Institute for the Directors Forum conference, with presentations by SDSU Accounting, Finance, Law, and Management faculty, San Diego, CA, January 2009.

"**Latest Research in Corporate Governance"** pre-conference event sponsored by the Corporate Governance Institute for the Directors Forum conference, with presentations by SDSU Accounting, Finance, Law, and Management faculty, San Diego, CA, January 2008.

Committees

Member, Mission Statement Committee, **Academy of Management,** Social Issues in Management Division, 2013-14

Member, Executive member, Nominating Committee, **International Association for Business and Society,** 2007-08

Chair, Nominating Committee, **International Association for Business and Society,** 2006-07

Chair, *Business & Society* Editor Search Committee, **International Association for Business and Society,** 2006

Member, Program Committee of the "Teaching Business Ethics" Conference, Center for Business and Society, **University of Colorado,** Boulder, 2005-06

Executive member, Nominating Committee, **International Association for Business and Society,** 2005-06

Senior co-chair, Doctoral Consortium, **Academy of Management,** Social Issues in Management Division, 2003-04

Junior co-chair, Doctoral Consortium, **Academy of Management,** Social Issues in Management Division, 2002-03

Chair, Book Award Committee, **Academy of Management,** Social Issues in Management Division, 1998-99, 1999-2000

Member, Dissertation Award Committee, **Academy of Management,** Social Issues in Management Division, 1998-99

Elected member, Nominating Committee, **International Association for Business and Society,** 1998-99

Member, Book Award Committee, **Academy of Management,** Social Issues in Management Division, 1997-98

Elected member, Nominating Committee, **Academy of Management,** Social Issues in Management Division, 1995-96

Professional Service

Invited Panelist

Invited "Work/life Balance for Success in Academe" panelist for the SIM/ONE Doctoral Consortium, held at the **Academy of Management,** Lake Buena Vista, FL, August 2013

Invited "Managing Relationships" panelist for the SIM/ONE Doctoral Consortium, held at the **Academy of Management,** Boston, MA, August 2012

Invited "Managing Relationships" panelist for the SIM/ONE Doctoral Consortium, held at the **Academy of Management,** San Antonio, TX, August 2011

Invited "expert mentor" for the "Learn from the Experts" Professional Development Workshop held at the **Academy of Management,** Social Issues in Management Division, San Antonio, TX, August 2011

Invited "expert mentor" for the "Learn from the Experts" Professional Development Workshop held at the **Academy of Management,** Social Issues in Management Division, Chicago, IL, August 2009

Invited "Experienced Faculty" panelist for the SIM/ONE Junior Faculty Consortium, held at the **Academy of Management,** Montreal, Quebec, August 2010

Invited "expert mentor" for the "Learn from the Experts" Professional Development Workshop held at the **Academy of Management,** Social Issues in Management Division, Chicago, IL, August 2009

Invited "expert mentor" for the "Learn from the Experts" Professional Development Workshop held at the **Academy of Management,** Social Issues in Management Division, Anaheim, CA, August 2008

Invited "expert mentor" for the "Learn from the Experts" Professional Development Workshop held at the **Academy of Management,** Social Issues in Management Division, Philadelphia, PA, August 2007

Invited panelist on "How to Turn Your Great Research Ideas into Publications," at the **Academy of Management,** Social Issues in Management Doctoral Consortium, Philadelphia, PA, August 2007

Invited "expert mentor" for the "Learn from the Experts" Professional Development Workshop at the **Academy of Management,** Social Issues in Management Division, Atlanta, GA, August 2006

Invited panelist on "Early Career Concerns" at the **Academy of Management,** Social Issues in Management Doctoral Consortium, Atlanta, GA, August 2006

Invited "expert mentor" for the "Learn from the Experts about Publishing Social Issues Research in Top General Management Journals" Professional Development Workshop at the **Academy of Management,** Social Issues in Management Division, Honolulu, HI, August 2005

Invited panelist on "Early Career Concerns" at the **Academy of Management,** Social Issues in Management Doctoral Consortium, Honolulu, HI, August 2005

Invited panelist on "The Craft of Research" at the **Academy of Management,** Social Issues in Management Doctoral Consortium, Denver, CO, August 2002

Professional Service

Session Chair

Chaired the session, "Shareholder Influence on Firms," at the annual meeting of the **Academy of Management,** Lake Buena Vista, FL, 2013

Chaired interdivisional "Corporate Governance" roundtable at the annual meeting of the **Academy of Management,** Boston, MA, 2012

Chaired the session, "Executive Legitimacy and Contrition," at the annual meeting of the **Society for Business Ethics,** San Antonio, TX, 2011

Chaired the session, "Security," at the annual meeting of the **International Association for Business and Society**, Bath, England, 2011

Chaired the session, "Corporate Governance," at the annual meeting of the **Academy of Management,** Montreal, Quebec, 2010

Chaired the session, "Governance: Compliance, Sentencing and Decision Models," at the annual meeting of the **International Association for Business and Society**, Banff, Alberta, 2010

Co-chaired the "Corporate Governance" roundtable held at the annual meeting of the **Academy of Management,** Social Issues in Management Division Doctoral Consortium, Chicago, IL, 2009

Chaired the session, "Corporate Governance, Corporate Boards," at the annual meeting of the **International Association for Business and Society**, Aspen, CO, 2009

Chaired the session, "Corporate Governance," at the annual meeting of the **Academy of Management,** Anaheim, CA, 2008

Chaired the session, "Improving Corporate Governance," at the annual meeting of the **International Association for Business and Society**, Tampere, Finland, 2008

Chaired the session, "Moral Language and Justification in Business," at the annual meeting of the **Academy of Management,** Atlanta, GA, 2006

Chaired the session, "Teaching Corporate Governance," at the "Teaching Business Ethics" conference, sponsored by the Center for Business and Society, **University of Colorado,** Boulder, CO, 2006

Chaired the session, "International Corporate Governance," at the annual meeting of the **International Association for Business and Society,** Mérida, Mexico, 2006

Chaired the session, "Corporate Governance," at the annual meeting of the **Academy of Management,** Social Issues in Management Division, Honolulu, HI, 2005

Chaired the session, "Corporate Governance: Agency Theory, Trust, and Evaluation," at the annual meeting of the **Academy of Management,** Social Issues in Management Division, Seattle, WA, 2003

Chaired and facilitated an interactive Corporate Governance session at the annual meeting of the **Academy of Management,** Social Issues in Management Division, Denver, CO, 2002

Chaired the session, "Corporate Governance," at the annual meeting of the **International Association for Business and Society,** Victoria, BC, 2002

Chaired the session, "Governance," at the annual meeting of the **International Association for Business and Society,** Sedona, AZ, 2001

Professional Service

Session Chair (cont.)

Chaired the session, "Factors in Ethical Decision Making," at the annual meeting of the **Academy of Management,** Social Issues in Management Division, Chicago, IL, 1999

Chaired the session, "Individuals in Organizations," at the annual meeting of the **International Association for Business and Society,** Destin, FL, 1997

Chaired the symposium, "Philanthropy," at the annual meeting of the **International Association for Business and Society,** Santa Fe, NM, 1996

Chaired the session, "Ethical Decision Making: Concepts, Processes, Applications," at the annual meeting of the **International Association for Business and Society,** Vienna, Austria, 1995

Organized and chaired the "Business-ethics Roundtable" for the Social Issues in Management Division, **Academy of Management** annual meeting, Dallas, TX, 1994

Chaired the session, "Uses of Media," at the annual meeting of the **International Association for Business and Society,** Hilton Head, SC, 1994

Organized and chaired the Doctoral Network Roundtable at the annual meeting of the **International Association for Business and Society,** Hilton Head, SC, 1994

Discussant

Served as discussant for the session, "Ethics and the Individual," at the annual meeting of the **Academy of Management,** Social Issues in Management Division, Boston, MA, 1997

Associate Editorships

Associate Editor for Corporate Governance, ***Business & Society,*** May 2007-present

Interim Associate Editor, ***Business Ethics Quarterly,*** January 2008-June 2008

Editorial Boards

Member of the editorial board of ***Business Ethics Quarterly,*** July 2005-June 2008, July 2008-June 2011, July 2011-June 2014

Member of the editorial board of the ***Academy of Management Review,*** July 2005-June 2008, July 2008-June 2011

Ad Hoc Reviewer

Academy of Management Journal
Business and Professional Ethics Journal
Corporate Governance: An International Review
Human Relations
International Journal of Management Reviews
International Journal of Public Administration
Journal of Banking and Finance
Journal of Business Ethics
Journal of Business Research
Journal of Corporate Citizenship
Journal of Management History
Organizational Behavior and Human Decision Processes

Professional Service

Paper Referee

Academy of Management annual meeting, 1997-2005, 2007-2014
Named a top reviewer for Social Issues in Management division, 1999, 2011
International Association for Business and Society annual meeting, 1995-2004, 2006-2014
Society for Business Ethics annual meeting, 1995, 1998, 2000-2003, 2005-2006, 2008, 2010-2011, 2013-2014

Service

University

Member, SDSU Provost Review Panel for Senior Vice President and Provost Nancy Marlin, 2006
Panelist, SDSU New Faculty orientation, 2002

College

Director, SDSU Corporate Governance Institute, 2006-present
Member, Dean Search Committee, 2013-14
Member, Graduate Fee Grant Allocation Committee, June 2010-present
Member, Retention, Tenure, and Promotion Committee, 2012-2014
Curriculum and Instructor Coordinator for BA 300 Hybrid course, 2008-present
Panelist, Best Practices in Critical Thinking Skills training, April 2012
Member, Professional Development Committee, 2009-2010
Member, SDSU CBA ad hoc committee on AACSB Academic Qualification/ Professional Qualification Policy, 2006-07
Research Director, SDSU Corporate Governance Institute, 2001-06
Member, SDSU CBA Organizational Structure and Governance Task Force, 2004-05
Member, SDSU CBA ad hoc committee on Strategic Goal Setting, 2004
Chair, UGA Terry College Honors Committee, 1998-2001; Member, 1996-98
Member of UGA Non-profit Center Faculty, 1994-2001
Faculty representative, UGA MBA Recruiting Day, 1997, 1998
Vice-President, Doctoral Business Administration Association, University of Washington, 1991-92

Departmental

Chair, Business Ethics/Corporate Governance Search Committee, 2013-14
Member, SDSU Management Governance committee, 2004-2013
Member, Retention, Tenure, and Promotion Committee, 2003-2012
Chair, Retention, Tenure, and Promotion Committee, Fall 2008
Chair, Post-promotion Increase Committee, Fall 2008
Coordinator, SDSU Business Ethics and Corp. Governance subarea, 2006-present
Chair, SDSU Management Governance committee, 2004-2013
Chair, SDSU Management Scholarship committee, 2002-present
SDSU Management Intellectual Contribution committee, 2002-present
SDSU Search committee, Strategic Management assistant professor, 2002
UGA Management Department TA Teaching Workshop Coordinator, 1998-99
UGA Management area standing grade-appeal committee, 1998-99
UGA Search committee, OB/HRM assistant professor, 1998-99
UGA Strategic Management teaching-assistant coordinator, 1996-98
UGA Management area curriculum committee, 1997-2000

Service	Invited to present at UGA Mgmt. "Teaching Effectiveness Seminar," 1997
Departmental (cont.)	UGA Semester-conversion committee, Strategy area representative, 1995-97 UGA Search committee, Strategic Management associate professor, 1996 UGA Search committee, Strategic Management assistant professor, 1996 UGA MBA Case Competition judge, 1995-97 UGA Grade-appeal committee, 1995
Teaching	Amanda Crawford, "Should We Be Sweating over Sweatshops?" Spring 2011
MGT 498 Advisor	Michelle Abbey, "Robert Nozick and Business Ethics," Summer 2006 Alejandra M. Alzate, "Recent Work in the Ethic of Care," Spring 2006
MGT 790 Advisor	Justin Valley, "Ethics of Entrepreneurial Financing," Fall 2007 Sarah Chintawat, "The Ethics of Subprime Lending," Fall 2007 Sarah Rhiley, "A Comparison of Corporate Governance in the United States and Germany," Spring 2006 Tugba Yorukoglu, "What Kind of Leadership Style is Needed on the Road to Good Corporate Governance?" Fall 2005 Nathan Hershkowitz, "How Emerging Firms Can Maintain Stability Through Stakeholder Theory," Spring 2004 Rick Sands, "Checklisting," Spring 2003 Andrea Huch, "A Comparison of United States' and German Boards of Directors," Fall 2002
MGT 798 Advisor	Amber Green, "Implications of the Sarbanes-Oxley Act for Deferred CEO Compensation," Spring 2006 (with Gangaram Singh)
MBA Thesis Committee Chair	Bridget Cameron, "Hedge Fund Transparency and its Implications for Corporate Governance," completed Fall 2010 Téa Piper, "Institutional Investors as Agents of Social Change: The Ethics of Activism," completed Fall 2006
Ph.D. External Examiner	Marc van Essen, doctoral candidate in Corporate Governance, Erasmus School of Management. Served as external examiner, Rotterdam, The Netherlands, March 2011. (Fully funded) Paul Cox, doctoral candidate in Corporate Governance, University of Bath. Invited to serve as external examiner, Bath, England. Marc van Essen, doctoral candidate in Corporate Governance, Erasmus School of Management. Served as external proposal examiner, Spring 2008.

UGA Doctoral Committees	Calvin Bacon, Ph.D.	Completed Spring 2001
	Janice Griffiths, Ph.D. (Mktg.)	Completed Summer 2000
	David Saiia, Ph.D.	Completed Spring 1999
	Elizabeth Teal, Ph.D.	Completed Fall 1997
	Joette Wisnieski, Ph.D.	Completed Spring 1997
	Sergio Olavarietta, Ph.D. (Mktg.)	Completed Spring 1997
	Vickie Edmondson, Ph.D.	Completed Summer 1996

Teaching	BA 702, Business Ethics			2007-2013	
SDSU Executive MBA Courses	BA 711, Corporate Governance			2007-2008, 2010-2013	
SDSU Student Ratings	Fall 2012	MGT 444	Business Ethics & Corp. Gov.	51	4.5
	Fall 2012	MGT 722	Sem. in Business Ethics	33	4.6
	Spring 2012	MGT 444	Business Ethics & Corp. Gov.	50	4.6
	Spring 2012	MGT 444	Business Ethics & Corp. Gov.	45	4.4
	Spring 2012	MGT 444	Business Ethics & Corp. Gov.	45	4.6
	Spring 2012	MGT 746	Sem. in Corporate Governance	34	3.9
	Fall 2011	MGT 444	Business Ethics & Corp. Gov.	32	4.4
	Fall 2011	MGT 722	Sem. in Business Ethics	33	4.6
	Spring 2011	MGT 356	Business Ethics	49	4.7
	Spring 2011	MGT 746	Sem. in Corporate Governance	24	4.5
	Fall 2010	MGT 356	Business Ethics	60	4.2
	Fall 2010	MGT 722	Sem. in Business Ethics	29	4.2
	Spring 2010	MGT 356	Business Ethics	53	4.7
	Spring 2010	MGT 746	Sem. in Corporate Governance	30	4.6
	Fall 2009	MGT 356	Business Ethics	57	4.5
	Fall 2009	MGT 722	Sem. in Business Ethics	30	4.4
	Fall 2008	MGT 722	Sem. in Business Ethics	34	4.4
	Spring 2008	MGT 356	Business Ethics	56	4.6
	Spring 2008	MGT 746	Sem. in Corporate Governance	21	4.8
	Fall 2007	MGT 356	Business Ethics	61	4.6
	Fall 2007	MGT 722	Sem. in Business Ethics	31	4.4
	Spring 2007	MGT 356	Business Ethics	56	4.7*
	Spring 2007	MGT 746	Sem. in Corporate Governance	24	4.4*
	Fall 2006	MGT 356	Business Ethics	60	4.6
	Fall 2006	MGT 722	Sem. in Business Ethics	29	4.8
	Spring 2006	MGT 356	Business Ethics	50	5.0
	Spring 2006	MGT 356	Business Ethics	55	4.9
	Spring 2006	MGT 746	Sem. in Corporate Governance	15	4.7
	Fall 2005	MGT 356	Business Ethics	47	4.8
	Fall 2005	MGT 722	Sem. in Business Ethics	30	4.8
	Spring 2005	MGT 356	Business Ethics	55	4.8
	Spring 2005	MGT 356	Business Ethics	55	4.6
	Spring 2005	MGT 746	Sem. in Corporate Governance	10	4.8
	Fall 2004	MGT 356	Business Ethics	55	4.9
	Fall 2004	MGT 722	Sem. in Business Ethics	31	4.7
	Spring 2004	MGT 405	Int'l Strategic Management	60	4.9
	Spring 2004	MGT 746	Sem. in Corporate Governance	12	4.8
	Fall 2003	MGT 356	Business Ethics	54	4.9
	Fall 2003	MGT 722	Sem. in Business Ethics	19	4.9
	Spring 2003	MGT 356	Business Ethics	49	4.8
	Spring 2003	MGT 746	Sem. in Corporate Governance	13	4.7

Teaching	Fall 2002	MGT 356	Business Ethics	49	4.9
SDSU Student	Fall 2002	MGT 722	Sem. in Business Ethics	21	5.0
Ratings	Spring 2002	MGT 405	Int'l Strategic Management	31	4.8
(cont.)	Spring 2002	MGT 746	Sem. in Corporate Governance	13	4.4
	Fall 2001	MGT 356	Business Ethics	49	4.9
	Fall 2001	MGT 722	Sem. in Business Ethics	31	4.6
UGA Student	May 2001	MGMT 5400	Strategic Management	15	4.9
Ratings**	Spring 2001	MGMT 5400	Strategic Management	65	4.8
(5.0 scale)	Spring 2001	MGMT 5400	Strategic Management	50	4.6
	Fall 2000	MGMT 5400	Strategic Management	44	4.9
	Fall 2000	MGMT 5440	Business Ethics	55	4.9
	Fall 2000	MGMT 9020	Conceptions of Organizations	6	4.7
	Spring 2000	MGMT 5440	Business Ethics	32	5.0
	Spring 2000	MGMT 5440	Business Ethics	45	4.9
	Fall 1999	MGMT 5440	Business Ethics	32	5.0
	Fall 1999	MGMT 5400	Strategic Management	33	4.8
	Spring 1999	MGMT 5440	Business Ethics	30	4.7
	Spring 1999	MGMT 5440	Business Ethics	31	4.8
	Fall 1998	MGMT 5440	Business Ethics	30	4.7
	Fall 1998	MGMT 9020	Conceptions of Organizations	10	4.6
	Spring 1998	MAN 542	Business Ethics	43	4.7
	Spring 1998	MAN 542	Business Ethics	41	4.7
	Spring 1998	MAN 599	Strategic Management	17	4.6
	Fall 1997	MAN 953	Strategic Management	48	3.9
	Spring 1997	MAN 599	Strategic Management	31	4.3
	Spring 1997	MAN 351	Introduction to Management	320	4.4
	Winter 1997	MAN 997	Organization Theory	9	4.0
	Winter 1997	MAN 351	Introduction to Management	310	4.1
	Spring 1996	MAN 351	Introduction to Management	285	4.0
	Winter 1996	MAN 542	Business Ethics	30	4.7
	Winter 1996	MAN 351	Introduction to Management	285	4.3
	Fall 1995	MAN 542	Business Ethics	25	4.6
	Fall 1995	MAN 351	Introduction to Management	310	4.1
	Spring 1995	MAN 542	Business Ethics	30	5.0
	Spring 1995	MAN 997	Organization Theory	10	5.0
	Winter 1995	MAN 542	Business Ethics	27	4.7

*Initiation of on-line course evaluations

**All UGA classes business-school required core courses or Management-major required courses